



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

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JOB TITLE	Deputy Chief, Analytic Enhancements Group
JOB ANNOUNCEMENT NUMBER	25602
SALARY RANGE	\$124,995 - \$157,100 annually
OPEN PERIOD	7/2/2014 – 7/9/2014
POSITION INFORMATION	Rotational
DUTY LOCATION	McLean, VA
WHO MAY APPLY	US Citizens
SECURITY CLEARANCE	TS/SCI with CI Polygraph
SUPERVISORY STATUS	No
TRAVEL REQUIRED	0-25% Travel
RELOCATION AUTHORIZED	No

ORGANIZATIONAL MISSION:

***This announcement advertises a GS-15 position. Lower graded employees may apply, but if selected would accept the position as a lateral reassignment at their current ***

Component Mission:

The National Counterterrorism Center (NCTC) leads our nation's effort to combat terrorism at home and abroad by analyzing the threat, sharing that information with our partners, and integrating all instruments of national power to ensure unity of effort. The Center serves as the primary organization in the United States Government for analyzing and integrating all intelligence possessed or acquired by the United States Government pertaining to terrorism and counterterrorism, and its Director serves as the Counterterrorism Mission Manager. NCTC also serves as the central and shared knowledge bank on known and suspected terrorists and international terrorist groups, as well as their goals, strategies, capabilities, and networks of contacts and support. And it conducts strategic operational planning for counterterrorism activities, coordinating and integrating the efforts of departments and agencies across the federal government.

Office Mission:

The primary responsibility of the Directorate of Terrorist Identities (DTI) is to maintain and enhance the USG's authoritative database on known or suspected international terrorists, the Terrorist Identities Datamart Environment (TIDE). In doing so, DTI develops processes for obtaining and integrating biometric (fingerprints, facial photos, iris scans) and other identity centric data into TIDE as well as enhance TIDE records through analysis of encounter data, correlation of big data, and identify resolution keyed from emerging threat information. DTI also houses NCTC's screening mission, often known as Kingfisher, which supports interagency partners by vetting their applicants against classified data repositories. Our workflows are many and complex such that collaboration is an essential aspect of life. DTI's mission statement declares, "Discover, enhance, and share identity intelligence that advances the most complete and accurate identity picture to our partners in



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supporting terrorism analysis and successful screening activities that ultimately helps prevent terrorist plans and operations against US interests."

DUTIES:

Major Duties and Responsibilities:

The Deputy Chief/AEG, working with the Group Chief, will lead a group of some 40 analysts, (roughly half staff/contract) in a transformational process using elements of targeting and research tradecraft. The group responds to a steady stream of identity resolution taskings; collaboration is essential, and the Deputy Chief will be expected to develop and maintain excellent working relationships with counterparts in NCTC/DI, DOS, as well as FBI, DHS/CBP, and TSA. Planned deliverables will primarily include building identity information for inclusion into TIDE, developing operational leads in support of USG operations and investigations, and tailoring all-source terrorist profiles--some based on encounter exploitation and research and posted to the Center's dissemination vehicle CURRENT.

The Deputy Chief will be required to assess and recalibrate deliverables as necessary. The Deputy Chief will be expected to spot opportunities for production and to conceptualize, articulate, and implement a program that creatively applies a multidisciplinary approach to identity resolution. The Deputy Chief will work to develop expertise in the team by planning for developmental assignments and push for joint projects.

Specifically, the Deputy Chief will:

Provide expert guidance and leadership to multiple teams in the production of well-crafted sophisticated, complex analytic finished intelligence products on sometimes controversial or particularly difficult issues in support of United States (US) foreign policy and national security objectives;

Review final analytic products, written and oral, for clarity, organization, accuracy, and logic; effectively explain highly complex concepts and results to non-expert customers and tailor products to correspond to customer needs.

Lead and direct teams with regional or functional expertise in substantive analytic and management operations; plan, coordinate, and oversee work in a manner consistent with fulfilling organizational directives and accomplishing mission goals.

Set priorities and drive programs to ensure senior Office of the Director of National Intelligence (ODNI) officials are prepared for policy meetings throughout the Intelligence Community (IC) and US Government (USG).

Develop and maintain working relationships with senior ODNI officials and, as necessary, principals throughout the intelligence and policy communities; identify issues and developments with internal and external peers, communicating regularly to exchange subject information.

Develop the substantive analytic and management skills of subordinate employees and supervisors, and contribute to the broader corporate mission of the organization.

Serve as the primary approver for the allocation of resources including but not limited to training, travel, and contracts; advise senior leadership on resource needs for the entire unit.

Evaluate and develop first-line supervisors; serve as a substantive supervisory and analytic resource, teaching and guiding team chiefs; provide substantive feedback to include career development counseling and skills development.



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KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED:

Required Knowledge, Skills and Abilities:

Expert knowledge of resource management principles and applications coupled with superior managerial experience.

Superior ability to effectively plan and lead the development of high-quality, complex analyses, studies, projects, assignments, and briefings on key US foreign policy and national security objectives focused on a specific regional area and/or functional issue for IC consumers and policymakers at the highest levels of government.

Superior ability to effectively and efficiently address employee skill deficiencies or performance shortcomings and take measurable steps to increase proficiency; expert ability to delegate responsibility and empower team chiefs to make decisions.

Expert ability to direct taskings, assess and manage performance, collaborate on goal setting, and support personal and professional development.

Desired KSAs:

Managing tactical analysis.

Providing guidance in a start-up organization and growing analysts.

Working closely and collegially with NCTC counterparts as well as those in the IC and law enforcement domains.

HOW YOU WILL BE EVALUATED:

You will be evaluated based upon the narrative responses you provide to each required Knowledge, Skills and Abilities (KSA's). When describing your knowledge, skills and abilities, please be sure to give examples and explain how often you used these skills, the complexity of the knowledge you possess, the level of the people you interacted with, the sensitivity of the issues you handled, etc. Your responses should describe the experience; education; and accomplishments which have provided you with the skills and knowledge required for this position.

BENEFITS:

Please review the list of benefits below. For additional information please visit the OPM website at

<http://www.opm.gov/insure/index.aspx>.

- Federal Employees Health Benefits Program
- Life Insurance
- Long-Term Care Insurance
- Federal Employees Retirement System (FERS) (new employees automatically covered). If you are transferring from another agency and covered by CSRS, you may continue in this program.
- Annual Vacation Leave



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- Sick Leave
- Paid Federal Holidays
- Alternative work schedule
- **Health Care Flexible Spending Accounts**

OTHER INFORMATION:

You must submit all required information by the closing date listed. An incomplete application package will be ineligible for further consideration. The materials you send with your application will not be returned. Hardcopy applications will not be accepted.

HOW TO APPLY:

*****HOW TO APPLY*** (DETAILEE APPLICANTS)**

DETAILEE: A detailee is a civilian employee of another government agency detailed to perform duties for the ODNI

Government candidates must submit their application through the Joint Duty site and obtain permission through written endorsement from your employing IC element. Please contact your agency's Joint Duty Program Office for internal nomination procedures.

SF-50 – All current Federal Government employees must submit a copy of their most current SF-50.

If the employing element nominates an employee for the joint duty rotational assignment; they will notify that employee and the joint duty program manager will forward the application package to an appropriate official of the gaining element.

Any application submitted directly by an IC employee to the gaining element will not be considered.

WHAT TO EXPECT NEXT:

The most highly qualified candidates will be referred to the hiring manager for further consideration and possible interview. We expect to make a selection within 30 days of the closing date of this announcement. Due to the large number of applications received, applicants will **ONLY** be contacted if they have been selected for an interview.

AGENCY CONTACT INFO:

ODNI Recruitment

Phone: (703)275-3663

Email: RECRUITMENT@DNI.GOV

WHAT TO EXPECT NEXT:



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The most highly qualified candidates will be referred to the hiring manager for further consideration and possible interview. We expect to make a selection within 60 days of the closing date of this announcement. Due to the large number of applications received, applicants will **ONLY** be contacted if they have been selected for an interview.